

Inside the State of the County Address: Initiatives That Will Be Making the Press

Chairman of the Board of Supervisors Greg Cox delivered the annual State of the County address on Feb. 13. Among the highlights of the address were some promising initiatives that will be making headlines in 2008:

- Moving forward towards the goal of serving customers *online* instead of *in line* whenever possible, the County will soon offer a new Web site with greater functionality and user-friendliness including improved search capability and instant subscriber e-mail updates on various topics.
- eQuest, an electronic referral tracking system, will be launched to replace the cumbersome paper system that medical providers and patients must deal with today. The new technology will enable referrals to be made electronically so that they are readily accessible across medical systems, reducing inaccuracies and saving time for both patients and doctors.
- Completion of a major portion of the Bayshore Bikeway, linking the City of San Diego between Chula Vista and Imperial Beach all the way up to the Silver Strand and Coronado. Eventually, this 24-mile bicycle route will extend fully around San Diego Bay and set the standard for top-level bicycle trails nationally.
- The County will partner with a private foundation and the County Office of Education to launch "School Success," which will provide foster children with consistent communication and support between their social workers and schools as they make their way towards high school graduation.
- The County's Office of Emergency Services and Public Health Services are partners in the State's new Mobile Field Hospitals initiative. Three Mobile Field Hospitals are under development this year, and will be able to deploy to any emergency site in the state within 72 hours, complete with 200 beds, emergency triage and operating rooms, Intensive Care Units, radiology, a pharmacy and even a lab.

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Deena Raver, a 2003 firestorm survivor and now the County's Fire Rebuild Liaison, fields a question as residents leaf through their paperwork at a recent workshop.

First-Hand Experience Helps County Provide First-Rate Service to Fire Victims

Deena Raver is not only the County's Fire Rebuild Liaison, she is also a fire survivor. In 2003, the Cedar fire destroyed 250 homes in her Crest community. Raver, a construction consultant for more than a decade, felt just as helpless as her neighbors; but in her own words, "I had to help in the only way I knew how." So, Raver began organizing small summits to help protect her neighbors from the perils of unlicensed contractors and other threats to their recovery, such as insurance and permit issues. She coordinated the rebuilding of 34 homes and assisted owners of 40 more homes.

Last October, the worldly possessions of hundreds more families burned to the ground. That loss was almost inevitably punctuated by a commitment to rebuild that burned just as fervently as the fires. Raver, who volunteered as a disaster hotline operator during the fires, soon found herself with a job offer from the County. Apparently, staff had noticed the special expertise and initiative she offered in the wake of 2003's wildfires, and they aren't the only ones. Jenny Vehar, who lost her Ramona home to the Witch fire this

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Fleet Management Does it Again!

For the third time in three years, *Government Fleet Magazine* has placed the Fleet Management division of General Services in the top five of its "100 Best Fleets in North America" competition. Fleet Management placed fourth in the rankings, which for three years have recognized public fleet organizations that excel in accountability, use of technology, collaboration, creativity, competitive pricing, staff development and resource stewardship. The magazine also evaluates organizations based upon having a high-trust culture, performance recognition, doing the job right the first time and providing a quick and efficient turnaround.

AIS/Channel 10's "Senior Smart" Program Offers Tips

San Diego seniors can now access information on a new Web site sponsored by the County's Aging and Independence Services (AIS) and KGTV-Channel 10. The "Senior Smart" Web site features information for older adults, a calendar of events and tips on senior resources. The Web site can be found at www.10news.com/seniorsmart/index.html.

In addition, AIS Director Pam Smith appears on the mid-day KGTV news each Monday for a segment called "Senior Smart," highlighting a variety of topics geared toward the senior community.



In Walt's Words

Historic Presidential Primary Produces Record Turnout

It's been more than 28 years since San Diego County voters turned out as they did on Feb. 5. More than 59 percent of all registered voters cast ballots in this historic election, which was scheduled as an early, stand-alone primary for the first time in decades. In droves, voters mailed in ballots, went to the polls, and even stood in line at the Registrar of Voters (ROV) office on a sunny but cold Saturday before the election to cast their ballots.

As I write this, just after the recent Academy Awards ceremony, I can't help but think of one of the "Best Picture" nominees. Before the election, it seemed as though all of our media critics were crying "There Will Be Blood" on Election Day. Well, I've got news for them: this election worked. It ran smoothly, and the only major glitch was voter confusion over political party rules regarding eligibility to vote in the primary. Despite the best efforts of local media outlets to drum up scores of "disenfranchised" voters, only a minute handful of accurately registered voters encountered real problems. And, as I noted recently, "Bureaucrats are Human Too!" We promptly and responsibly corrected the small amount of errors made.

This primary election was a great success, which is largely a testament to the hard-working and experienced staff at the Registrar's office as well as the many devoted County employees who helped out. Seven hundred and thirty-three County employees served as poll workers and dozens more came in during evening hours to help sort mail ballots, voter registration forms and payroll.

On Election Day, many County workers took on key roles answering phone calls from "decline to state" –commonly called "Independent" – voters regarding a confusing party primary rule. And hundreds of employees helped during the first-ever Election Night centralized scanning operation in which more than 300,000 ballots were hand-fed into scanners to tabulate results.

The scanning operation was the brainchild of the Registrar's IT staff and was efficiently organized to handle the massive volume of ballots. It helped too that more than one third of all the votes cast were ready to be counted exactly when the polls closed at 8:00 p.m., because they had been sent in by mail.

After the State decertified touch screen voting machines late last year, the ROV operation had to overcome a huge learning curve. In the process, many lessons were learned, and staff members are confident they can build on the experience to handle successful elections in June and November of this year.

Time and again, County employees never fail to rise to the occasion and earn my vote - of confidence. Thanks everyone!

Walt
Walt Ekard
Chief Administrative Officer

First-Rate Service for Fire Victims,

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past fall, says, "I don't know what we'd do without a contact like her. There are a lot of helpful people with the County, but Deena - I don't know how she does it - it's like she's your friend. It's really good to have someone on your side."

Raver works with the Department of Planning and Land Use, the Department of Public Works and the Department of Environmental Health to help resolve issues and guide fire victims like the Vehars through the rebuilding process. Whether they are in the office or out in the field at burn sites, Raver says that staff members help victims in "avoiding the common pitfalls we saw take place with 2003 fire survivors." To help those residents realize their goals and navigate the rebuilding process, the County began offering rebuilding workshops in December.

Starting this month in Dulzura and Fallbrook, and just last month in Ramona, new workshops are available along with a repeat of the first series. The first available workshop is a two-segment focus on "How to Determine Your Buildable Space," including features about "Understanding the Research" and "Drawing Your Site Plan." The final two workshops focus on "Understanding Residential Building Plans and Requirements" and "Fire Resistive Building Techniques and Residential Fire Building Requirements."

The workshops are designed to be working sessions, and participants are encouraged to bring their building history records, grant deeds, Assessor maps, legal maps, septic records, zoning ordinance summaries, title reports, photos, recent appraisals and original blueprints if possible. With the County's recent completion of all fire debris removal efforts, the homeowners are more than ready for action and progress- and Raver is eager to help them move forward. "There is nothing more rewarding than assisting families to rebuild their homes and lives," she says.

Fire survivors who wish to participate in the workshops can contact staff at their local long-term recovery centers in Dulzura, Ramona, Fallbrook or Escondido.

NewsBriefsNewsBriefscontinued

County Teaches Pre-Teens That Immunizations are Their Best Shot

Preteen Vaccine Week (PVW) is an annual statewide promotion of preteen doctor's visits and recommended immunizations for 11- and 12-year olds. January's PVW kick-off event was held in Rancho Bernardo during the Football Club San Diego President's Cup Soccer Tournament in partnership with HHSA's Immunization Branch, Alcohol & Drug Services, Parks & Recreation, County Libraries, the State of California's Department of Public Health, the California Immunization Coalition, the National Meningitis Association and the California Distance Learning Health Network.

The event highlighted the importance of adolescent health and immunizations, and more than 2,500 kids and their families received key messages from public health officials as well as sports celebrities such as the L.A. Galaxy's Chris Klein and Peter Vagenas. The players helped the kids kick balls and try to score against the goalie defense of Izzy the Bear, the immunization mascot, for prizes. Teens also played games for prizes while learning about adolescent health and vaccines at interactive booths set up at Rancho Bernardo High School and 4-S Ranch Community Park.



HHSA's Izzy the Immunization Bear enjoys a day at the park with a new friend and two L.A. Galaxy players.

DGS Receives Award of Excellence

The Department of General Services (DGS) has won the 2007 Award of Excellence from the California Counties Facilities Services Association (CCFSA). The annual award is given to county and city organizations that demonstrate dedication to facility excellence through best practices, process innovation, staff development and department automation. DGS is one of only nine CCFSA members to be honored with the award, out of a total of 58 members.

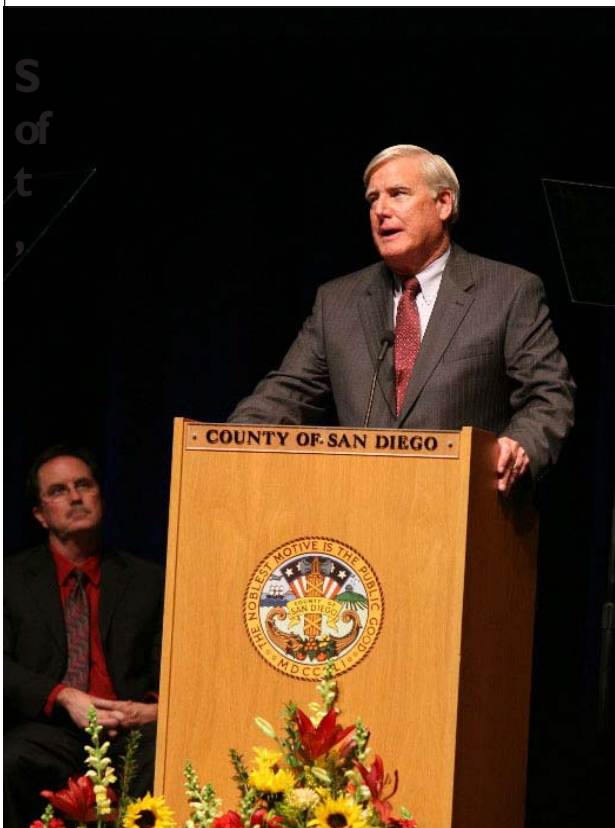
Animal Control Officers Become Stars

A film crew from the British television show "Animal Rescue Squad" spent a week in February riding with Animal Control Officers, observing the dedication and compassion the officers exhibit while responding to calls from the public regarding sick, injured, abused or neglected animals. The crew was able to film Animal Services employees tending to puppies that had been seized after being smuggled into the U.S. from Mexico as well as the rescue of a severely neglected dog.

Originally, the television show's purpose was to highlight the efforts of Great Britain's Royal Society for the Prevention of Cruelty to Animals but producers expanded its coverage to U.S. agencies. The two segments featuring Animal Services staff will air in Great Britain in mid-March and possibly in the U.S. next year.

P&C's Reverse Auctions Save Thousands

The Department of Purchasing and Contracting (P&C) is making good use of technology to purchase goods and services. During the past four years, P&C has hosted online reverse auctions using the Internet in a real-time, live environment to purchase items for County use at the lowest possible prices. The auctions are similar to eBay but allow P&C to extend the bidding time so that bidders continue to "bid down the price" as long as it is competitively feasible. Typically, reverse auctions last from 30 minutes to two hours. P&C held seven reverse auctions in 2007 for items ranging from Ford vehicles to food trays and water dispensers. Projected savings from reverse auctions for 2007 exceed \$360,000, with savings in excess of \$24 million from December 2003 through January 2007.



Chairman of the Board of Supervisors Greg Cox delivers the State of the County address while CAO Walt Ekard looks on.

- The use of GIS (Geographic Information Systems) will be expanded to map the County's power, water and natural gas systems so that this critical infrastructure can be better protected during an emergency.
- Federal funding for a third border crossing at East Otay Mesa is being sought and will hopefully be approved in the coming months.
- A Law Enforcement Coordination Center to bring law enforcement and intelligence agencies together under one roof, rather than having to share information from disparate locations. Sharing critical information during times of crisis will help avert or alleviate an emergency.

Board of Supervisors
 Greg Cox, District 1
 Dianne Jacob, District 2
 Pam Slater-Price, District 3
 Ron Roberts, District 4
 Bill Horn, District 5

 Chief Administrative Officer
 Walter F. Ekard

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COUNTY NEWS *Extra*

March for Babies in the March of Dimes

Every year, 50,000 babies are born prematurely in California. That's one in every eight newborns. Being born too soon often means a child will struggle with lifelong problems, such as mental retardation, blindness and chronic lung disease.

Some preemies don't survive. Premature birth is the leading cause of death in the first month of life, and it's a growing problem.

The March of Dimes is fighting for babies and you can, too. Once again, County employees are raising money for the March of Dimes and walking next month in the March for Babies, the event formerly known as WalkAmerica. The money raised through these walks funds research, advocacy and education so that every baby gets a chance at a healthy start in life.

Because of the March of Dimes' advocacy efforts, the state of California now tests newborns for more than 40 genetic and metabolic diseases before they leave the hospital. In just two years, this program has saved the lives of hundreds of babies.

The County is committed to this cause; last November was declared Prematurity Awareness Month and the County Administration Center was lit in pink and blue.

Robert Stall, Chief Deputy Public Defender and the County's lead coordinator for this year's campaign, said he hoped to surpass last year's fundraising total of more than \$56,000.

"We're shooting for a goal of \$80,000, so that would be our best year ever," Stall said. As in past years, the current campaign will include sales of Beanie Babies and other fundraising events such as bake sales and barbecues. Since 1996, the County has contributed \$710,000 to the March of Dimes.

Last month, Board of Supervisors Chairman Greg Cox and Supervisor Ron Roberts presented a check for last year's campaign to the March of Dimes for \$56,018.16. The March of Dimes, in turn, presented the County with two plaques. The County's WalkAmerica team was the team with the most walkers in San Diego County in 2007, and placed fourth in the county for fundraising by corporate teams. There are two chances to walk this year: on Saturday, April 19 in Carlsbad's Cannon Park, or Saturday,

April 26 in Balboa Park.

Signing up is simple. Just visit www.marchforbabies.org. There you can create your personal fundraising email and Web page, which your supporters can use to donate and follow your progress. There is no minimum fundraising requirement.

Be sure to note that you're part of the County of San Diego's team, whether it's CSG, FG3, HHSA, LUEG or PSG.

This year, PSG is sponsoring the County's involvement. Questions? Contact Robert Stall, Robert.Stall@sdcounty.ca.gov.

The following are team leaders:

PSG: Steve Lujan, Steve.Lujan@sdcounty.ca.gov

CSG: Larry Lewis, Larry.Lewis@sdcounty.ca.gov

LUEG: Marie Venable, Marie.Venable@sdcounty.ca.gov

FG3: Christine Fay, Christine.Fay@sdcounty.ca.gov

HHSA : Cynthia Paes, Cynthia.Paes@sdcounty.ca.gov

Probation Aims to Tame County's Worst Offenders

For County probation officers, assignments are increasingly becoming anything but "just another day on the job." The mission of probation officers nationwide is evolving, and San Diego County officers in particular are operating less like social workers and more like police officers. Of course, they still perform their traditional sworn duties: helping probationers overcome their criminal behavior by ensuring compliance with court-ordered therapy and programs. But as law enforcement resources are stretched thin and probationers exhibit increasing violence, the need for probation officers to perform a dual role has become necessary.

This dual role results in more confrontational contact with some of the County's most dangerous probationers, and necessitates more protection for probation officers. By June, Probation will have armed 160 officers- twice as many as last year's total. The dramatic increase in the number of armed officers is allowing Probation to collaborate with many other law enforcement agencies in stings and sweeps that are netting positive results for

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COUNTY NEWS *Extra*

Probation Aims to Tame County's Worst Offenders, *Continued from Page 5*

communities throughout the County.

Rather than hearing about a probation violation after the fact, or perhaps never even finding out about it, probation officers are more actively tracking probationers. For example, the day after Super Bowl Sunday, seven teams of armed probation officers partnered with San Diego police to conduct 28 searches of probationers with drug and/or alcohol court conditions. They made 12 arrests for probation violations and confiscated 23 weapons, including four guns, along the way.

According to Chief Probation Officer Mack Jenkins, oftentimes the threat to probation officers is not necessarily the probationers themselves, but rather the environments into which officers must travel.

"The issue of arming probation officers is one of making sure officer are adequately equipped to do their job," explains Jenkins. "If we want probation officers to have maximum impact on community safety by proactively supervising criminal offenders, then we want them to be in the community making contact. Sometimes that means entering unsafe locations. A gun becomes a tool to ensure officer safety."

Probation departments across the nation are following the County's lead in recognizing the benefits of arming a select number of officers. Recently, Dallas County, Texas sent its only two armed probation officers to San Diego for a two-day ride-along with Probation's Warrant Unit. The unit has successfully implemented a program to reduce the number of outstanding probation warrants, which are issued when a person on probation fails to report to their probation officer. Since its October 2006 inception, the program has cleared hundreds of warrants; on average, about one warrant every day. The visiting Dallas County officers witnessed four arrests and were able to observe County officers' growing expertise in conducting investigations using computer records, collateral contacts and surveillance operations.

Two other highly successful armed probation teams include the DUI Intensive Supervision Program and the Youthful Offender Program (YOP). DUI program officers target high-risk repeat DUI offenders by administering drug and alcohol tests during frequent unannounced home visits. Officers also regularly collaborate with other law enforcement agencies to set up DUI check points on the road. YOP officers super-

vise the most serious probation offenders between the ages of 18 and 25, helping 300 young adults obtain educational or vocational training in hopes that these individuals will become law-abiding citizens.

Adapting to better meet public safety needs is critical to the success of the Probation Department. More than 20 years ago, the Department was the first in California to authorize a probation officer to carry a gun; today, armed probation officers are needed more than ever to supervise gang members, the mentally ill and other violent or potentially desperate offenders.

Early indicators of the arming effort's success show an increase in the identification of probation violations and the ability to make home visits at night. However, the department realizes that not all probation officer duties necessitate carrying a gun. More than 80 percent of the County's 1,000 sworn officers continue their work supervising 19,000 adults and 4,000 juveniles in the community- and an additional 900 juveniles in detention and treatment facilities- without a gun.



Senior Probation Officer Andrew Williams prepares for the post-Super Bowl sweep of probation offenders.

COUNTY NEWS *Extra*

County Is Going, Going, Green

Each time we buy something – a cup of coffee, a light bulb, a fleet of cars - we have the power to protect the environment.

Here at the County of San Diego, solar energy systems have been installed at County facilities, property tax bills are printed on and enclosed in envelopes made from recycled paper, and 95 percent of the oil in County vehicles is re-refined.

“At the County of San Diego, we’ve been very aggressive in dealing with the effects of climate change,” Board of Supervisors Chairman Greg Cox said.

“It truly will make a difference and I think it’ll serve as a role model for the private sector,” he said.

Last month, the County shared its buying practices with more than 50 representatives from regional cities, schools and special districts at the Green Purchasing Conference, hosted by the County and organized by the California Association of Counties Finance Corporation. All were invited to learn how to find and choose products and services that reduce waste and last longer, and that are less toxic and more energy efficient.

The conference was the seventh in the state to be presented by the California Association of Counties. It was held in Board Chambers.

Topics of discussion ranged from the overall human impact on the environment to how local agencies can begin changing their buying habits. Green purchasing policies have been established at every level of government, from the federal down to small towns.

“Every single purchase - every single purchase - has hidden human health and environmental impacts,” said Scot Case, of TerraChoice Environmental Marketing, Inc.

“You have a choice when you make a purchase,” Case said. “No matter what you are buying there are now environmentally friendly options available.”

And those options don’t have to be more expensive simply because they’re environmentally friendly. Often, purchasing green saves money. Consider the purchase of computers. A government purchasing

agent can ask the supplier to deliver the computers, but without all the cardboard and Styrofoam packaging. That saves on shipping and waste hauling costs. And buying cleaners with environmentally preferable ingredients keeps people healthy – and government employees on the job.

When Winston McColl was hired by the County seven years ago, he’d never heard of green purchasing. He’s changed a lot since then.

Now, he seeks out products and services that are good for the Earth.

“A number of us have varying shades of green, most of us on the lighter side,” said McColl, the County’s director of purchasing and contracting. He is striving for a darker shade.

Practices vary by department, McColl said, but it’s clear that green purchasing is catching on. County vending machines carry recycled bottles and cans. County crews have laid 25 miles of rubberized asphalt road made from recycled tires. On other roads, concrete, asphalt and dirt is reused. There are 150 hybrid vehicles in the County’s fleet, and the County uses re-capped tires and recycled antifreeze. And all those old desks, chairs and computers? McColl said 95 percent were reused or recycled.

After the most recent wildfires, the County recycled 11,484 tons of material, and salvaged \$12.5 million of lumber.

“Green purchasing is not a solo sport,” McColl said. “It’s not golf; it’s a team sport.”

DidYou Know?

Interesting facts learned at the Green Purchasing Conference about the liquid of our lives.

- **25% of bottled water is actually just tap water.**
- **It takes three gallons of water to bottle one gallon.**
- **90% of water bottles end up in landfills.**

[Ver•ba•tim]

Diane Day (Public Works, Cartography Unit) received a letter of gratitude from Parks and Recreation for creating artwork “reminiscent of the Old West” for Vallecito County Park’s 150th anniversary celebration of the Butterfield Overland Stage Route.

“As always, Diane did a fantastic job in a short amount of time with her usual friendly attitude. When it comes to customer service, Diane Day is a San Diego County employee who could give lessons.”

Jean Lett and Officer Julia Bixby (Animal Services) were thanked for their help rescuing a pit bull that was being kept in deplorable conditions and for being “so patient and kind.”

“The lady I spoke with on the phone (Jean) was wonderful. She was so caring and actually sounded like she was as upset about this poor dog’s condition as I was. Three hours later Officer J. Bixby came to this guys rescue. She was so caring and gentle with him. This dog was in such bad shape...I now know that he will get the help he deserves.”

Gina Cope (Health & Human Services) “was particularly helpful and deserves special recognition.”

“In the middle of her already challenging day, Ms. Cope cut through days of waiting and was able to issue a letter with only one visit...I am especially grateful for the assistance.”

Lane Hicks and Rebecca Greene (Auditor & Controller, Property Tax Services) were recognized for “their outstanding customer service while providing direction and assistance to the Special Districts Project Managers...”

“We are extremely grateful to have staff available like Lane and Rebecca to direct us through this process. Their expertise guided us through a difficult situation that directly benefited the property owners within the district.”

Jeanne Peoples (Human Resources) was recognized by several job applicants for providing excellent customer service and for “taking the extra time.”

“Jeanne was very helpful and gave me employment information I did not know. I appreciate her help and patience tremendously. She is an asset to the County.”

The staff of the CCWS Foster Care Program (HHSA) received numerous letters from grateful Foster Care providers and other County employees thanking them for their outstanding customer service. Here are just a few:

Bruce Erickson and Marlene Timm were thanked by a Foster Parent for being “examples of what all HHS (Human Services Specialists) should be.”

“I must take this opportunity to bring positive attention to two of your employees’ diligent work. You are blessed to have two incredible employees in your midst, and I want to pay tribute to them....being so patient with me, following up in a very timely manner, and overall wonderful customer service.”

Danita Washington was complimented by fellow HHSA employees for her “teamwork and collaboration” and for being “very responsive, thorough and professional.”

“You have been extremely helpful to us each time we have contacted you. You are such a terrific resource for us, which in turn positively affects the outcome for minors in Foster Care.”

Vincent Alegre, Craig English and Yvette Sisneros received KUDOS for packing almost seven thousand adoption files in preparation for a move.

“I can’t thank you enough for all of your help. You all did an awesome job and I am truly thankful.”

Linda Sonboleh was recognized by a Foster Care provider for going “above and beyond.”

“You kept me informed of the progress to provide me with support for my foster child. You did an exceptional job and I really appreciate it.”

Mabini Valecruz and Chris Woodruff were thanked by several of their co-workers for acting so quickly on the behalf of two foster children whose placement was in jeopardy.

“Thanks everyone for helping me get this family situated. They have a lot on their plate in regards to accommodating a four year old and a three year old medically fragile child – not to mention buying them the needed clothes for an Ohio winter.”

“I really appreciate your rapid response to this request. It is nice to be supported so well by your shop – thanks again!”

Ruby Lazaga and Yolanda Perez (Human Resources, Benefits Division) provide great internal customer service for their fellow employees.

“Ruby is awesome! She helped me obtain my PacifiCare ID# while I waited at the doctor’s office.”

“Ms. Yolanda Perez was very helpful, sensitive and thorough. She represents the agency with high quality and professionalism.”

Llew Munter (Environmental Health) was thanked for going the “extra mile” for a customer. “I did not expect you would have time to look at the septic layout on not only that property, but my other one as well!”

“In these times of people being critical of most government agencies and personnel (which has never been my experience), you went above and beyond. Thank you again for all you do.”

Patti Fordyce (ARCC, Property Assessment) and the service that she provided was so “extraordinary” that it prompted a customer to state “What more could a citizen ask for on the part of a public servant?”

“Ms. Fordyce was not only extremely helpful, but she was very clear on identifying the source of the problems which created the predicament in the first place. It is with great admiration and respect that I commend Ms. Fordyce...”

KUDOS to the Staff of the Southeast Family Resource Center for their exceptional customer service:

Janet Miller (HHSA) is retiring after 29 years with the Agency and she will surely be missed, as one of her clients stated “when Ms. Miller retires, you are losing one of the nicest people I have ever dealt with.”

“I am really going to miss her pleasant voice and genuine concern for the people she dealt with. I hope you have success in finding another caring soul like Ms. Miller.”

Phyllis Roberts (HHSA) impressed a client with her excellent customer service.

“Phyllis is an excellent Supervisor! All the workers helped me to the best of their ability. Security was kind and courteous.”

Maria Ayup (HHSA) really made an impression on a client who wrote to the Agency saying “Thank you for having a person like her in this office.”

“Mrs. Ayup is very worthy of her job. She helps me, listens and answers my phone calls. On this day she helped me and made me feel that life has to go on and that we can get through it.”

Wendy Christopherson (ARCC, Property Assessment) so impressed a customer with the way she handled a property reassessment matter that he wrote to say how “pleasant, professional and efficient” she was.

“Not only did Ms. Christopherson save the County valuable resources, but she also saved the taxpayers from incurring unnecessary time and costs associated with an assessment appeal. The County of San Diego is lucky to have such a competent employee.”

Comments from satisfied customers served by County employees.

Service Awards

40Years

Margaret A. Dick (Health & Human Services)

35Years

Nancy E. Maxwell (County Library)

Dennis J. Mirabelli (Health & Human Services)

Catherine M. Tague (District Attorney)

30Years

Stephen A. Algya, Jr. (District Attorney)

Elizabeth Flores (Health & Human Services)

Peggy J. Frailey (Sheriff)

Jesus R. Hernandez (Facilities Management)

Velisa G. Jeffries (Wastewater Management)

Gary M. Mahaffey (Sheriff)

Thomas A. Morton (Sheriff)

Kim L. Quaco (Sheriff)

Donna G. Regalado (Health & Human Services)

Mikel P. Shirley (Sheriff)

25Years

Rene H. Camacho (Sheriff)

Duane P. Dibene (Sheriff)

Dina B. Ellorin (Environmental Health)

Donald Dean Fowler II (Sheriff)

Robert A. Frausto (Sheriff)

Timothy J. Gallagher (Auditor & Controller)

Margaret A. Gregory-Lorenz (Sheriff)

Ernest R. McCracken (Sheriff)

Michael S. Przytulski (District Attorney)

25 Years continued

Jeffrey M. Rowe (Sheriff)

Vickie Wittmayer (Assessor/Recorder/County Clerk)

20Years

Lisbeth Abramson (Health & Human Services)

Carol W. Clark (Health & Human Services)

Mary J. Clingan (Environmental Health)

Suzanne W. Coffman (Health & Human Services)

Sheryl D. Conner (Auditor & Controller)

Kenneth W. David (District Attorney)

Gordon P. Davis (District Attorney)

Tina P. Duong (Assessor/Recorder/County Clerk)

Josephine V. Giesler (Health & Human Services)

Carol L. Gorman (Health & Human Services)

Paul F. Hillery, Jr. (Health & Human Services)

Daniel P. Knowlton (County Library)

James D. Koerber (District Attorney)

James Lanman (Health & Human Services)

Katherine J. Lineback (Auditor & Controller)

Olivia Lizalde-Rodriguez (Health & Human Services)

Linda M. Mackey (Health & Human Services)

Michelle S. Mikell (Child Support)

Robert W. Netherton, Jr. (Facilities Management)

Steven Ollivierre (Health & Human Services)

Ellen M. Phillips (Health & Human Services)

Maria A. Reyes (Health & Human Services)

Jill L. Schall (District Attorney)

Robert D. Skinner (Health & Human Services)

Maria A. Strniste (Health & Human Services)

Guillermo A. Sumayao (Health & Human Services)

In Memoriam

Rex R. Ball (Health & Human Services, 1970)	1/08	Celia C. Linares (HHSA, 1997)	12/07
Robert J. Bradbury (Health & Human Services, 1988)	12/07	Norma O. Moreno (HHSA, 2003)	11/07
Cathy M. Brown (Municipal Court, 2007)	12/07	Marilyn P. Munson (HHSA, 1985)	12/07
Ethel R. Burke (Probation, 1975)	12/07	Marian Munzenmaier (HHSA, 1979)	12/07
Ann Croy (Edgemoore Hospital, 1973)	12/07	Garry W. Odom (Sheriff, 1990)	12/07
Harriet M. Dahms (Health & Human Services, 1977)	1/08	Nora T. Oliver (HHSA, 2002)	12/07
Barbara Davis (Health & Human Services, 1987)	1/08	Lois Peckover (District Attorney, 1986)	12/07
William P Gage, Jr. (Assessor, 2002)	12/07	Laura A. Phillippe (Auditor, 1977)	12/07
Terry J. Hansen (Health & Human Services, 2007)	12/07	Lynne S. Romero (Probation, 2007)	11/07
Florendino Idosor (Public Works, 1992)	12/07	Kenneth A. Scott (Purchasing, 2007)	11/07
Frank B. Julian (Transportation, 1980)	12/07	Florence E. Shaver (HHSA, 1976)	1/08
James T. Keenan (Sheriff, 1981)	12/07	Alvin Stinson (Transportation, 1964)	10/07
E. Margaret Kemble (Health & Human Services, 1988)	12/07	Clayton G. Swanson (Personnel, 1974)	12/07
Ellen A. Kryger (Health & Human Services, 1986)	12/07	Matthew Tompkins (HHSA, 1995)	12/07
Isabelle R. Kuhwald (Probation, 2007)	1/08	Suzette Wilbur (District Attorney, 1994)	12/07

"Our thoughts and prayers are with the family and friends of active County employee Lorel Davidson, Health & Human Services, (12/07)."

Retirements

Rodolfo O. Agpaoa (Sheriff)
Silvia S. Arnold (Probation)
Bob Baker (Assessor/Recorder/County Clerk)
Earl A. Bartlett (General Services)
Thomas E. Bennett (Sheriff)
Michele A. Braatz (Sheriff)
Henry E. Brown (General Services)
James W. Browning (Clerk of the Board)
Kathleen Chang (Health & Human Services)
Vergil H. Christenson (Superior Court)
Carson J. Clark (Sheriff)
Alan B. Clements (Superior Court)
Jewel J. Cooley (Health & Human Services)
Loida P. Cunanan (Human Resources)
Ronald K. Deboo (Sheriff)
Roderico D. Dipasupil (Probation)
Kay D. Elbik (Superior Court)
Ann G. Fontana (Health & Human Services)
Virginia E. Fowler (Health & Human Services)
Connie K. Gach (Health & Human Services)
Irene F. Gomez (Health & Human Services)
Arlene Harrington (Health & Human Services)
Randal K. Hawley (Parks & Recreation)
Harvey L. Hess (Health & Human Services)
Ruby K. Hjorth (Registrar of Voters)
Roberta L. Howland (Health & Human Services)
Clifford W. Johnson (Sheriff)
Diane C. Kaelin (Health & Human Services)
Yolanda Kelly (District Attorney)
Karla S. Larson (Superior Court)
Patricia C. Laybourne (Planning & Land Use)
Joseph M. Lucero, Jr. (Sheriff)

Francisco R. Lupena (Environmental Health)
Patricia E. Martin (Library)
Brant E. McAvoy (Assessor/Recorder/County Clerk)
Barbara G. McDonald (Public Defender)
Regina T. Micone (Health & Human Services)
Charlene A. Mitchell (Auditor & Controller)
Paul F. Nichols (Environmental Health)
Jeffrey S. Nunan (Superior Court)
Linda C. Palmer (District Attorney)
George E. Pharris (Public Works)
Larry D. Purdue (Public Works)
Teresita R. Ramil (Health & Human Services)
Christopher Rhodeos (Environmental Health)
Judy Rockland (Health & Human Services)
Donna L. Rodriguez (Health & Human Services)
Phyllis Roman (Health & Human Services)
Linda B. Savitz (Superior Court)
Sandra J. Seematter (Superior Court)
Floyd H. Sellers (Health & Human Services)
James B. Sexton, Jr. (Sheriff)
David L. Smith (General Services)
Norma L. Taquino (Superior Court)
Seaneen A. Tenwolde (Sheriff)
Brenda L. Torrez (Health & Human Services)
Donna J. Trousdale (Health & Human Services)
Patricia S. Ueland (Health & Human Services)
Margaret C. Upsing (Superior Court)
Mary M. Vaughn (Health & Human Services)
Roy M. White (Public Works)
Carroll M. Yancey (Health & Human Services)
Regina York (Health & Human Services)